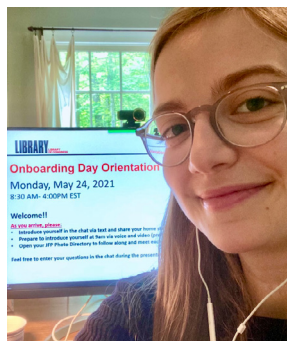## Barton to Retire as Chief Information Officer

Judith Conklin, deputy chief information officer, will be promoted to CIO.

The Library announced this week that Bernard A. Barton Jr., the Library's chief information officer (CIO), will retire this fall, and Judith Conklin will assume the position of CIO on Sept. 12. She has served as deputy CIO for the past six years. Librarian of Congress Carla Hayden and Mark Sweeney, principal deputy Librarian of Congress, made the announcement in a joint statement.

"We want to thank him for his outstanding leadership and the great strides we have made in revitalizing technology at the Library," Hayden and Sweeney wrote of Barton. "Since 2015, Bud has provided the leadership and vision necessary to ensure that Library IT operations and services are aligned with our strategic mission and empower our service to Congress and the public."

Barton is retiring following more than 24 years of public service. At the Library, he has overseen centralization of technology activities under the Office of the Chief Information Officer; fostered the creation of an agencywide digital strategy; and marshalled efforts to optimize and modernize the Library's IT infrastructure and critical IT business systems.

Technologically, Hayden and Sweeney said, the Library is a different organization than it was just

Jacob Kowall (clockwise from left), Emmeline Kaser, Darshni Patel and Hannah Pfeifer signed into this week's orientation from their home offices.

<div style="writing-mode: vertical">Internship and Fellowship Programs</div>

Library Welcomes 30th Class of Junior Fellows

Fellows will collaborate virtually across four time zones from Seattle to San Juan, Puerto Rico.

BY LEAH KNOBEL

On Monday, the Library welcomed its 30th class of junior fellows. Over the next 10 weeks, the 42 undergraduate and graduate students will collaborate with Library specialists on projects supporting the Library's mission, collections and services.

For most of the past 30 years, the competitive program has offered students the opportunity to come to Washington, D.C., to work in-person with the Library's unique holdings and expert staff

while experiencing everything the nation's capital has to offer.

Of course, the latter is not true for this year's class of fellows. The program is being offered as a virtual internship for the second year in a row, consistent with restrictions and health guidance in response to the COVID-19 pandemic.

So, on Monday, this year's class of fellows began their internship by logging on to their computers for orientation. They were greeted by Library leaders, including Ryan Ramsey, the Library's chief of staff;

NOTICES

DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Lisa Davis at lidav@loc.gov.

Lynette Brown
Stephanie Jefferson

COVID-19 UPDATE

The Health Services Division (HSD) continues to monitor Library staff members with symptoms, clinical diagnoses or positive test results associated with COVID-19. On May 20, HSD announced that it had received three new reports of symptoms of COVID-19 or confirmed cases since its previous COVID-19 announcement on May 13. Most employees reporting symptoms are not diagnosed with COVID-19, but, out of caution, the Library is monitoring all reports of symptoms.

More information on the Library's pandemic response: https://go.usa.gov/xdtV5 (intranet) or https://go.usa.gov/xdtVQ (public-facing staff webpage)

PLANNED POWER OUTAGE

On June 5 from 7 p.m. until midnight, the Architect of the Capitol will conduct a planned power outage in the Jefferson Building. Emergency power will be operational during this period.

Beginning at 5 p.m. on June 4, the Office of the Chief Information Officer will turn off Jefferson Building IT services. Cellular service will be unavailable in the building from June 4 until June 7. Computer networks and Wi-Fi will be unavailable in the building from 7 p.m. on June 5 until power is restored on June 6.

Questions? Send an email to facilityoperations@loc.gov.

MEMORIAL SERVICE FOR JANE SÁNCHEZ

June 2, 2 to 2:30 p.m.
Online

The Library is hosting an online memorial service to remember and celebrate the life of Jane Sánchez. She was serving as deputy librarian for library collections and services and law librarian of Congress before her passing on March 26. All staff are invited to attend (supervisor approval required).

Questions? Send an email to Tim Robbins at tiro@loc.gov.

Sign into the memorial here.

Thousands of Open-Access E-Books Now Online

Expanded telework boosted project to add open-access books to loc.gov.

BY RASHI JOSHI AND KRISTY DARBY

As of this month, more than 2,000 open-access e-books are freely accessible to the public on the Library's website. Written in more than 30 languages, they range from academic peer-reviewed titles to children's books – with many other subjects in between. Already growing steadily, the Open Access Books collection received a boost over the past year from expanded telework – recommending officers working from home were invited to advise on additions to the collection.

All the books in it are available for download on the Library's website in keeping with the intent of their creators and publishers, who chose to publish the works under open-access licenses to allow the broadest possible access and redistribution. "By collecting open-access e-books, the Library commits to selectively preserving and providing stable, enduring access to digital content for current and future generations," Joe Puccio, the Library's collection development officer, said.

When the Library pivoted to expanded telework in March 2020 to mitigate the spread of COVID-19, the Collection Development Office (CDO), which Puccio leads, and the Digital Content Management Section (DCM) launched a project to give recommending officers – staff who propose materials for the Library to collect – an opportunity to expand digital collections using titles from the Directory of Open Access Books. It is a digital discovery service for academic peer-reviewed books with open-access licenses.

DCM and CDO provided recommending officers with a list of over 26,000 open-access e-books indexed in the directory from which to choose titles. The officers selected works based on the Library's collections policy statements, and all the titles they recommended went through the Library's standard process for acquiring titles within the scope of the statements. The project led to the addition of hundreds of new e-books to the Library's permanent collection of open-access books.

"This limited-duration selection project provided recommending officers with an opportunity to gain exposure to open-access e-books in their subjects and gave the Library a step up on acquiring valuable open-access content," Trevor Owens, head of DCM, said. "We are now poised to expand open-access e-books collecting via routine recommending."

The Library has been collecting openly available web content for its collections for more than 20 years, primarily through its web archiving program. Starting in 2017 with approval of the Library's five-year Digital Collecting Plan, efforts to coordinate digital collecting activities advanced significantly. One of the plan's objectives is to implement an acquisitions program for openly available content, of which open-access licensed works, including e-books, are an important component.

Several pilot projects, including one focused on acquiring South African open-access children's e-books and another on Latin American open-access e-books, allowed DCM to create and refine workflows, document work and develop

"Pop City" and "Manga Vision" are among the many open-access e-books accessible on the Library's website.

strong relationships with stakeholders, such as recommending officers and catalogers, all of which now supports the Open Access Books collection.

This work is also contributing to a larger effort at the Library to establish a formal open digital content collecting program. The initiative expanded in January 2020 and led to development of the collecting guidelines articulated in the Supplementary Guidelines for Open Digital Content, published last August. Open-access e-books are included in the guidelines, which in conjunction with subject-focused collections policy statements, provide collecting parameters for open-access e-books.

Recommending officers interested in proposing additions to the Open Access Books collection should consult the appropriate collections policy statement and the supplementary guidelines; if the book is in scope, they can recommend it using the Material Acquisition Request Service.

"Work now continues across the Library to test and develop acquisitions workflows for a range of digital content in support of digital collecting goals," Puccio said. "Our experience with open-access e-books has been really beneficial." ■

a short time ago. It has closed 97 percent of the recommendations the Government Accountability Office made to improve Library technology management. "In the process, we have fundamentally rebuilt our IT foundation, embracing the best of both traditional IT services and the Cloud to ensure that we have a stable, flexible, scalable technology base for the future," Hayden and Sweeney said.

Moreover, they added, the Library is "racing ahead with efforts big and small to redefine how we use technology to support our work." At the same time, the Library has streamlined technology governance and standardized Library IT policies and procedures to ensure increased accountability, transparency and efficiency for technology investments. "We accomplished all this while redoubling our commitment to IT security and profoundly enhancing the way we protect our IT systems and data in the face of evolving cybersecurity threats," Hayden and Sweeney said.

As deputy CIO, Conklin has worked with Barton to direct Library IT operations and address the complex IT management issues confronting the Library. She has more than 24 years of experience at the Library and a background in network engineering, IT security and telecommunications, giving her an in-depth understanding of the Library and its technical needs.

An advocate for open communication and cooperation, Conklin has championed the adoption of practices and policies to make technology governance and the delivery of IT services more transparent and user-centered. A cybersecurity expert, Conklin also served as the first agencywide authorizing official, assuming responsibility for IT systems operating at an acceptable level of risk to Library operations. Last year, Federal Computer Week magazine recognized her as one of the nation's top federal IT professionals for her work restructuring and significantly strengthening the Library's IT security posture.

Judith Conklin

Conklin joined the Library in 1997 as a network manager overseeing agency telecommunications systems. She led the design and implementation of the Library's first in-building cellular system and played a leading role in several multiagency Legislative Branch initiatives, including the assessment of the Legislative Branch Capitol Hill network and the implementation of the first joint Legislative Branch data center.

Bud Barton

She has also served as the information security officer for the Congressional Research Service, the chief automation officer for Integrated Support Services and chief of Library Services' Automation Planning and Liaison Office. ■

Shawn Miller

UPDATED MASK GUIDANCE FOR READING ROOMS

As previously announced, the Library is reopening four reading rooms on June 1 to allow research access for a limited number of registered readers by appointment only. The reopening is the first step in the Library's plan to gradually resume on-site public services and access, while incorporating proven health and safety policies and procedures.

While in Library buildings, all researchers and visitors will be required to wear masks that cover the nose and mouth and fit snugly against the sides of the face regardless of their vaccination status. This policy updates guidance from last week.

Staff entering reading rooms will also be required to wear masks regardless of vaccination status. However, fully vaccinated staff and contractors need not wear masks on-site in most other locations when they can maintain a distance of 6 feet or more from others.

Researchers will receive more information about required health and safety policies when they make appointments to visit reading rooms.

More information for staff is available here.

QUESTION & ANSWER

Joe at the National Book Festival with fellow volunteer Patricia Maclay.

Edmond Joe

Edmond Joe is an IT project manager in the Office of the Chief Information Officer.

Tell us a little about your background.

I am a native Texan from Fort Worth who never acquired a Texas accent. After earning my bachelor's degree in electrical engineering from Texas A&M University, my first job took me to Southern California, where I worked in the defense industry as an avionics engineer. Not long afterward, I joined a 10-person engineering team that designed, built and delivered the world's first high-powered space-qualified laser system to NASA.

This laser became the primary payload aboard the Space Shuttle Discovery on its 64th mission in 1994. The mission marked the first flight of Lidar In-Space Technology Experiment, proving that a high-powered laser can safely operate in space and pioneering laser-based sensor technology that helped scientists better understand the global climate. In 2019, we celebrated the 25th anniversary of that nine-day mission at NASA Langley Research Center. My work at the center on a separate Space Shuttle project resulted in a U.S. patent.

I later went back to earn my master's degree in computer science at the College of William and Mary. After graduation, I worked in the telecommunications industry for 14 years, where I led multiple global software development teams across two countries, four U.S. states and four time zones. I also spent 10 years as a federal contractor supporting the Department of Interior and the U.S. Patent and Trademark Office, where I led high-profile projects to completion. In 2019, I joined the federal workforce as an IT project manager at the Department of Transportation, where I led multiple mission-critical modernization projects.

What brought you to the Library, and what do you do?

The Library has always had a special place in my heart, and I always make it a point to show it off to friends and family who are visiting D.C. We marvel at all the exhibits and unique architecture and always come away with the reaction: "How cool was that?"

I'm also a big fan of the National Book Festival (NBF) and have attended every one since 2013. As a member of NBF's photography team in 2016 and 2019, I helped record history by capturing the attendee experience. Two years ago, the Library selected one of my NBF photos to be displayed in the Madison cafeteria; that same photo can be found in the Sept. 6, 2019, Gazette issue.

These special connections brought me to the Library, where I now serve in the Project Management Office of the Office of the Chief Information Officer. As an IT project manager, I work on modernization efforts supporting the Congressional Research Service.

How do your aeronautics and telecommunications expertise inform this work?

Each project contains its own set of goals and challenges – certainly when it comes to aeronautics and telecommunications. In my work as a project manager, I focus on the common denominators that make each project successful.

These common denominators include the three Cs: communication, collaboration and coordination. Communicate to avoid surprises. Maintain a collaborative environment – nobody succeeds by themselves. Coordinate efforts with teammates to achieve each project milestone and ensure that the team follows the Library's processes for project management and software development.

What do you enjoy doing outside work?

I take photographs for local, national and international events and organizations, including the NBF, TEDxCharlottesville, Wreaths Across America and Toastmasters International.

I'm also a longtime member of Toastmasters International, where I hone my leadership and public speaking skills. It is such a rewarding feeling to help people overcome the fear of public speaking. In 2009, I placed first in a humorous speech contest from a pool of 4,500 people with a speech about living life with the last name of "Joe." As you can imagine, I had a lot of content for a five- to seven-minute speech! Gaining public speaking confidence led me to teach public speaking to grade school students, and I've also shared my insights as a recurring guest speaker for Texas A&M University's college admission events.

What is something your co-workers may not yet know about you?

I'm one of the very few people in the world who has flown nonstop in a commercial airplane from Dulles Airport to Reagan National Airport. The flight I was on from New York had to land unexpectedly at Dulles before being allowed to continue on to National. ∎

Survey Findings Released on Work During the Pandemic

Another all-staff survey will be conducted this summer or fall.

From Aug. 17 to 28 last year, the Library administered an all-staff survey to better understand the employee experience of working during the COVID-19 pandemic. Thirteen of the survey's 30 questions were developed by the Library – specifically, pandemic response tiger teams and the Human Capital Directorate (HCD) – and the rest were modeled after the pandemic-response questions the Office of Personnel Management included on the 2020 Federal Employee Viewpoint Survey (FEVS).

The governmentwide FEVS underwent several changes in 2020: The administration timeline was postponed by several months, the number of core questions significantly decreased from prior years' surveys and a new section of COVID-19 questions was added. In order to focus on the specific experiences of Library employees during the pandemic, the Library elected to develop and administer a survey of its own. The Library's survey administration took place prior to the start of the school year and before vaccines were proven effective against the virus.

(This timing is important to keep in mind when considering the data's findings.)

Library survey questions focused on communication, productivity, training, engagement, workplace/leave flexibilities and the Library's response to COVID-19. Librarywide data for the survey can be found here, and employees are encouraged to review it. Governmentwide average data is included for questions that were also part of the 2020 FEVS. Sixty percent of the Library's workforce responded to the survey.

Library senior leaders and service unit heads have been briefed on the data and approaches to identify and respond to areas of strength and opportunities for improvement. The survey's findings have helped the Librarian and senior leaders better understand how staff navigated their work experience during the pandemic. Day-to-day work routines and responsibilities shifted for many Library employees during the pandemic as all adapted to meeting the Library's mission while working virtually and following public health protocols.

The survey's data had generally positive responses. For example, while 18 percent of respondents indicated that they were less productive than prior to the pandemic, 31 percent were about as productive, and 52 percent reported being more productive than before. Additionally, 80 percent of respondents agreed or strongly agreed with the statement "Considering all aspects of my job and current working conditions, I am satisfied with my job." The governmentwide average for a similar question about job satisfaction was 72 percent.

"Throughout the months of primarily remote work, Library employees consistently adapted, innovated and achieved the agency's mission even in the face of professional (and personal) challenges," said Joe Cappello, the Library's chief human capital officer. "The feedback provided by this survey was invaluable because it illuminated the employee experience since the beginning of the pandemic and helped inform senior leaders as they made decisions that affected employees."

HCD is currently developing a 2021 all-staff survey to seek additional feedback from employees on their experiences and workplace engagement. The survey is intended to launch at the end of the summer or in early fall.

Questions? Contact Ashlyn Garry in HCD's Employee Engagement Section at asga@loc.gov or via AskHCD. ∎

JUNIOR FELLOWS, CONTINUED FROM 1

Joe Cappello, chief human capital officer in the Human Capital Directorate (HCD); and Kimberly Powell, chief of talent recruitment and outreach in HCD.

"Programs like Junior Fellows allow Library staff to work collaboratively across the institution to widen the path of cultural and intellectual engagement with emerging professionals," Powell told the Gazette in advance of the orientation.

The fellows will collaborate across four time zones on 25 projects

that explore Library collections and programs and enhance their public accessibility. The projects are based in 17 divisions located in the Congressional Research Service (CRS), the Copyright Office, the Law Library, Library Services, the Office of the Chief Information Officer (OCIO) and the Office of the Librarian.

"The Library has made certain that the Junior Fellows program could, despite a pandemic, continue as planned so that we could offer participants a vibrant and meaningful experience," Ramsey said.

"The fact the program continues uninterrupted is a testament to the high value the Library places on the program and its participants."

On July 21, the term will culminate with a virtual display day. What was once a one-day public exhibition of the fellows' work has been transformed into a completely virtual experience of video presentations prepared by the fellows. A compilation of the videos and related archived content will be available on a portal for the public to access. The internship concludes on July 30.

As it does every year – albeit with workarounds to accommodate the virtual space – the Internship and Fellowship Programs (IFP) section of HCD will offer professional development opportunities for fellows beyond their assigned projects. IFP manages the Junior Fellows program. Fellows will have the chance to interact with alumni of the program, as well as Library leaders, including Librarian of Congress Carla Hayden, Principal Deputy Librarian of Congress Mark Sweeney and Ramsey.

In addition, twice weekly sessions on Tuesdays and Fridays will foster greater knowledge of Library collections, programs and services and help fellows develop skills for securing employment.

"Designing educational and career experiences has been key to intern engagement," program manager Eric Eldritch said. "It's great to hear from interns from past years about the continued impact of the program on their career paths."

The Junior Fellows program is made possible by a gift from the late James Madison Council member Nancy Glanville Jewell through the Glanville Family Foundation and the Knowledge Navigators Trust Fund and by an investment from the Andrew W. Mellon Foundation.

The members of the 2021 class of junior fellows (with hometown, school and assignment) are:

Joshua Oritz Baco; San Juan, Puerto Rico; University of Texas at Austin; OCIO.

Rebekah Bain; Glendale, Wisconsin; University of Wisconsin–Milwaukee; Manuscript Division (MSS).

Karla Roig Blay; San Juan, Puerto Rico; University of Texas at Austin; Hispanic Division (HISP).

Kimmy Chancellor; Waco, Texas; Texas A&M University; Preservation Research and Testing Division (PRTD).

Amal Charara; Chantilly, Virginia; East Central University; Science, Technology and Business Division (ST&B).

Bennett Comerford; Bend, Oregon; Harvard University; Asian Division (AD).

Samantha Correia; Attleboro, Massachusetts; Simmons University; Center for Learning, Literacy and Engagement (CLLE).

Sean DiLeonardi; Peoria, Illinois; University of North Carolina at Chapel Hill; ST&B.

Rae Enzie; Mansfield, Mississippi; Simmons University; CLLE.

Morgan Gibbs; Lewis Center, Ohio; Ohio State University; CLLE.

Maggie Jensen; Fort Worth, Texas; Catholic University of America; MSS.

Abigail Jorja Tick; Syracuse, New York; Syracuse University; OCIO.

Emmeline Kaser; Ridgefield, Connecticut; University of Michigan; Digital Collections and Management Services (DCMS).

Sonia Kelly; Irvine, California; College of William and Mary and University of St. Andrews; CRS.

Sara Kittleson; Salem, Oregon; University of North Carolina at Chapel Hill; HISP.

Alyssa Sarah Knapp; Carmel, California; University of California, Los Angeles; National Audio–Visual Conservation Center (NAVCC).

Joe Kolodrubetz; Highland, Maryland; George Washington University Law School; Law Library.

Jacob Kowall; District of Columbia; Simmons University; DCMS.

Talia Lieber; Rockville, Maryland; University of California, Los Angeles; African and Middle Eastern Division (AMED).

Michael Teresa Mellifera; District of Columbia; Catholic University of America; Law Library.

Shlomit Menashe; Seattle; University of Maryland; AMED.

Kate Mitchell; Highland Park, New Jersey; Rutgers University; NAVCC.

Liam Josef Morrissey Sims; District of Columbia; University of Pittsburgh; HISP.

Mary Murdock; Eldersburg, Maryland; University of Maryland, College Park; CLLE.

Daniel Ng; West Windsor, New Jersey; University of Texas at Austin; AD.

Amy Olson; Seattle; Smith College; Collections Management Division.

Darshni Patel; Piscataway, New Jersey; George Mason University; OCIO.

Hannah Spring Pfeifer; Liverpool, New York; Villanova University; ST&B.

Alex Reese; College Station, Texas; University of Texas at Austin; DCMS.

Tania María Ríos Marrero; San Juan, Puerto Rico; University of Washington iSchool; ST&B.

Sarah Rounsville; Rio Rancho, New Mexico; University of Notre Dame; CRS.

Echo Rue; Ashburn, Virginia; University of South Florida; CLLE.

Rachel Scott; Webster, New York; State University of New York, Brockport; CLLE.

Hilary Shiue; Astoria, New York; University of Maryland, College Park; DCMS.

Finn Smith; Easton, Pennsylvania; Vassar College; CLLE.

Shannon Sommers; Brooklyn, New York; Yale University; CRS.

Pariti Sutaria; Glassboro, New Jersey; Rutgers University–Camden; ST&B.

Joseph A. Torres-González; Arecibo, Puerto Rico; University of Washington iSchool; ST&B.

Heidi Vance; Longwood, Florida; Northumbria University; PRTD.

Sophie Vogelsang; Haslett, Michigan; Vanderbilt University; PRTD.

Emily Zerrenner; Eau Claire, Illinois; University of Illinois at Urbana–Champaign; OCIO.

Yuqing Zhou; Highland Park, New Jersey; Rutgers University; Copyright Office. ∎